



21-Day Health Equity Challenge

Summer 2021

Adapted from Albemarle County Office of Equity and Inclusion

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Mission and Overview

Virginia Department of Health Mission Statement:

To protect the health and promote the well-being of all people in Virginia.

The goal of the 21 Day Health Equity Challenge is to expand our understanding of experiences and identities different from our own so that we may foster awareness, understanding, and collective action toward eliminating health disparities.

For 21 days, participants are asked to read, watch, or listen to one new resource each day that examines the history of inequities in the US.

There will be opportunities to reflect individually and in group discussions that will be offered through email and conference call throughout the challenge. Participation is voluntary. Challenge yourself to learn something new and share what you learn with others.

1. Reflect on what you would like to learn over the 21 days.
2. Choose a resource for each day and record it in your daily tracker. You are encouraged to choose from a variety of topic areas and can also choose to follow prompts from email updates that will allow you to best engage in the weekly reflection discussion.
3. Share your thoughts on what you watch/listen to/read in the weekly discussion and/or in this document.
4. Expand your learning by talking with others about what you've learned and continue to seek out conversations about diversity, equity, and inclusion.

Pre-participation reflection

1. Why are you doing this challenge? What do you hope to learn?
2. What social identities and groups do you belong to? How might they color the lens through which you view the world?
3. Is there a specific area you want to know more about? Less about?
4. How will you push yourself to learn about less familiar topics?

Tracker week 1

1. _____

2. _____

3. _____

4. _____

5. _____

Reflection

Tracker week 2

1. _____

2. _____

3. _____

4. _____

5. _____

Reflection

Tracker week 3

1. _____

2. _____

3. _____

4. _____

5. _____

Reflection

Resources

Race and Ethnicity

Watch

- [How Racism Makes Us Sick](#) Ted Talk by David R. Williams
- [What it Takes to be Racially Literate](#) Ted Talk by Priya Vulchi and Winona Guo
- [Black Lives / Black Lungs](#) Short film about the targeting of Black people by tobacco industry
- [How Microaggressions Are Like Mosquito Bites](#) How “little” slights build up
- [We Need to Talk about an Injustice](#) Ted Talk by Bryan Stevenson, founder, Equal Justice Initiative
- [Reel Bad Arabs: How Hollywood Vilifies a People](#) Short Documentary
- [Color Blind or Color Brave? Race in the Workplace](#) Ted Talk by Mellody Hobson
- [What I am Learning from my White Grandchildren](#) Ted Talk by Anthony Peterson
- [How I Learned to Stop Worrying and Love Discussing Race](#) Ted talk by Jay Smooth
- [Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to WWII](#) PBS short documentary
- [What Everyday Racism Looks Like](#) Vox News
- [A Class Divided: The Brown Eyes versus Blue Eyes Experiment](#) PBS Frontline
- [What Kind of Asian Are You? Deconstructing Everyday Orientalism](#)
- [Latino Rebels: What Latinos Look Like](#) Spoken Word about being Latinx in America
- [A Conversation with Latinos on Race](#) New York Times short documentary
- [A Conversation with Asian-Americans on Race](#) New York Times short documentary
- [Why the US Celebrates Columbus Day](#) Vox News
- [What Dark-Skinned People Will Never Tell You](#) BuzzFeed Video
- [The Reality of Raising Black Children in the US](#) BuzzFeed Video
- [The Real Reasons the US became Less Racist Toward Asian Americans: The Myth of the 'Model Minority'](#) Washington Post short documentary

Listen

- [How A Minneapolis Clinic Is Narrowing Racial Gaps In Health](#) NPR News
- [Why COVID-19 Disproportionately Impacts Latino Communities](#) NPR News
- [Race for Profit: How Banks & Real Estate Biz Undermined Black Homeowners](#) Democracy Now!
- [Code Switch](#) NPR Podcast
- [Seeing White](#) Podcast Series from Scene on Radio
- [Latino USA](#) NPR Podcast
- [They Call Us Bruce](#) Podcast about Asian representation in media
- [All My Relations](#) Podcast about the representation of Native people in media

Read

- [Privilege: Unpacking the Invisible Knapsack](#) Essay by Peggy McIntosh
- [Understanding Racial and Ethnic Differences in Health in Late Life](#)
- [Understanding the difference between Race and Ethnicity](#)
- [White Until Proven Black: Imagining Race in the Hunger Games](#) The New Yorker
- [How Universities Embolden White Nationalists](#) The Chronicle of Higher Education
- [The Racial Bias Built into Photography](#) New York Times
- [Teaching the Camera to See My Skin](#) BuzzFeed News
- [Ten Things Everyone Should Know about Race](#) PBS
- [Happy Talk about Diversity Avoids Difficult Racial Issues](#) Scholars Strategy Network
- [A New Mixed Race Generation Will Not Solve Racism](#) BuzzFeed News
- [Can my Children be Friends with White People?](#) New York Times Opinion
- [Study: White and Black children biased toward lighter skin](#) CNN
- [The Bleak Truth Behind My 'Inspiring' Path from Oakland to Yale](#) The Atlantic
- [Hidden Racism \[in the Hidden Figures movie\]](#) Sojourners
- [Beyoncé is not the Magical Negro Mammy](#) NPR

- [White People Assume Niceness is the Answer to Racial Inequality](#) The Guardian
- [How the Federal Government Built White Suburbia](#) CityLab
- [America is Failing Black Mothers](#) Harvard Public Health
- [The Peculiar Bathroom Habits of Westerners](#) BBC
- [How America is Failing Native American Students](#) The Nation
- [How Indigenous and Black Artists are Using Science Fiction to Imagine a Better Future](#) CBC
- [A Brave Space to Talk about Race \[equity in nursing\]](#) UVA School of Nursing
- [Deconstructing the Myth of “The First Thanksgiving”](#) Native Organization Oyate
- [7 Ways to be an Ally to Native Peoples this Thanksgiving](#) Teen Vogue
- [How White people were made](#) Medium.com

Gender and Sexuality

Watch

- [A Short History of Trans Peoples long Fight for Equality](#) Ted Talk by Samy Nour Younes
- [Violence against Women - it's a Men's Issue](#) Ted Talk by Jackson Katz
- [Kids Meet a Transgender Soldier](#) HiHo Kid
- [Mom, I'm not a Girl: Raising a Transgender Child](#) Cosmopolitan
- [Shrinking Women: Spoken Word Poetry about Gender and Space](#) Lily Myers
- [I Am with You \[Stanford rape survivor\]](#) Chanel Miller
- [Chanel Miller Reads her Entire Victim Impact Statement](#) 60 Minutes
- [How Can We End Sexual Harassment at Work](#) Ted Talk by Gretchen Carlson
- [The Reporting System that Sexual Assault Survivors Want](#) Ted Talk by Jessica Ladd
- [Why the 'Born this Way' Argument Doesn't Advance LGBT Equality](#) Ted Talk by Dr. Lisa Diamond

Listen

- [LGBTQ Youth Fight for Equality in Sex Ed in South Carolina Classrooms](#) NPR
- [Some LGBTQ Youth Find Hard Times at Home](#) NPR
- [How Does Racism Affect Your Health?](#) Segment of interview with Mary Bassett
- [Nancy](#) Podcast WNYC
- [Queery](#) Podcast Earwolf

Read

- [Pandemic will 'Take Our Women 10 Years Back' in the Workplace](#) New York Times
- [How to Use Gender Neutral Words](#) Teen Vogue
- [Why we shouldn't be separating boys and girls for sex ed](#) Washington Post
- [A COVID-19 researcher fights back against different kind of virus; sexism and power imbalances in science](#) Stat News
- [I'm Trans, and I don't care if we were born this way. Neither should you](#) The Guardian
- [Study: Cold Office Temperatures are Hurting Women's Productivity](#) NY Post
- [Is Your Thermostat Sexist](#) New Yorker
- [Men's Intersectional Relationship to Male Privilege](#) Psychology Today
- [Self-Care: how a radical feminist idea was stripped of politics for the mass market](#) The Guardian
- [The Invention of Heterosexuality](#) BBC
- [Five things you can do to support LGBTQ youth](#) Human Rights Campaign
- [When Eve and Eve Bit the Apple](#) New York Times
- [How my Community Showed me I could be Both Muslim and Queer](#) Catapult

Social Determinants of Health

Watch

- [What Makes Us Get Sick? Look Upstream](#) Ted Talk by Rishi Manchanda
- [What Americans Agree on When It Comes to Health](#) Ted Talk by Rebecca Onie
- [The Story We Don't Tell About Poverty](#) Ted Talk by Mia Birdsong

- [The Plastic Industry's Fight to Blame Pollution on You](#) The Intercept
- [Accents: Spoken Word about the Beauty of Speaking Accented English](#)
Spoken word performance by Denice Frohman
- [When Your parents Speak Broken English](#) BuzzFeed Video
- [Rigged Game](#) Spoken word performance about language proficiency in education
- [Embracing Multilingualism and Eradicating Linguistic Bias](#) Ted Talk by Karen Leung

Listen

- [How the systemic segregation of schools is maintained by 'individual choices'](#) NPR Fresh Air
- [Ear Hustle](#) Podcast on the daily realities of life inside prison
- [Race for Profit: How Banks & Real Estate Biz Undermined Black Homeowners](#) Democracy Now!
- [The Effect of the Post-COVID Wave on Social Determinants of Health with Sara Ranter](#) by RadioRev
- [Medicaid and the Social Determinants of Health](#) by Public Health Review

Read

- [The Coronavirus Class Divide](#) New York Times
- [COVID-19 may not discriminate by race, but the US healthcare system does](#) PBS NewsHour
- [US: Address impact of COVID-19 on the poor](#) Human Rights Watch
- [Protecting our most economically vulnerable neighbors during the COVID-19 Outbreak](#) Brookings Institute
- [How will COVID-19 affect equity in education?](#) American Bar Association
- ['White Collar Quarantine' over virus spotlights class divide](#) New York Times
- [Intersectionality and the Pay Gap](#) Live Your Dream
- [The Luxury of Telling Poor People iPhones are a Luxury](#) Washington Post
- [The Poor Can't Afford to Not Wear Nice Clothes](#) Zora
- [Let's Stop Pretending Travel is Accessible to Everyone](#) Matador Network

- [The Reductive Seduction of Other People's Problems \[a critique of foreign humanitarian aid\]](#) Bright Magazine
- [How to Help Someone Who's Being Harassed](#) New York Times

Ability

Watch

- [The Opportunity of Adversity](#) Ted Talk by Aimee Mullins
- [Our Fight for Disability and Why We Are Not Done Yet](#) Ted Talk by Judith Huemann
- [On the Quest for Rainbow the Bagel \[in a wheelchair\]](#) Cerebral Palsy Foundation
- [Living with High Functioning Anxiety](#) Ted Talk by Jordan Raskopoulos
- [The Fear of Fat – The Real Elephant in the Room](#) Ted Talk by Kelly Jean Drinkwater
- [‘Fat’ Runner Redefines what Athleticism Looks Like](#) USA Today

Listen

- [\(In\)Accessible](#) NPR Podcast
- [She's All Fat](#) Podcast
- [Rough Translation: How to Speak Addiction](#) NPR podcast – Explores our changing understanding of addiction
- [Covering Disability during COVID-19](#) by the Disability Equity Project

Read

- [Chris Nikic, You Are An Ironman and Your Journey is Remarkable](#) New York Times
- [What would a truly disabled-accessible city look like?](#) The Guardian
- [Longing for the male gaze \[on disability, feminism, and social invisibility\]](#) New York Times
- [The shocking ways large women are mistreated by healthcare providers](#) Self
- [Mutual aid for the end of the world \[on Ableism and post-apocalyptic survival\]](#) Briar Patch

Religion

Watch

- [What Does My Headscarf Mean to You](#) Ted Talk by Yassmin Abdel
- [What it's like to be Muslim in America](#) Ted Talk by Dalia Mogahed
- [Somewhere in America #MIPSTERZ \[Muslim women representation\]](#) Vimeo
- [Experiences of a Hijab-Wearing Muslim Woman](#) by Think Cultural Health

Listen

- [Muslims in America](#) Podcast
- ['Things Will Never be The Same.' How The Pandemic Has Changed Worship](#) NPR
- [See Something Say Something](#) Podcast
- [Good Muslim Bad Muslim](#) Podcast
- [Rough Translation: From Niqab to N95](#) NPR Podcast – a new French law requires face masks to be worn, but it is illegal to wear religious attire.
- [Religion and Mental Health](#) by the ZoneCast podcast (episode 202)

Read

- [American Hijab: Why my scarf is a sociopolitical statement not a symbol of my religiosity](#) Time
- [Muslim Americans express disappointment over 2016 debate rhetoric tying Muslims to terrorism](#) NBC News
- [Elizabeth Smart is standing up for rape victims- and tearing down purity culture](#) Vice News
- [African Slaves were the first to celebrate Ramadan in America](#) The Root
- [A Buddhist Perspective on Health and Spirituality](#) by Conrad Harvey
- [Providing Diversity Competant Care to People of the Sikh Faith](#) by Fraser Health

Mental Health

Watch

- [I had a Black Dog named Depression](#) WHO
- [Let's talk about Depression](#) WHO

- [If You're Not White It's Harder to Get Mental Health Care](#) AJ+
- [African Americans and Mental Health Stigma](#) Columbia GHMP
- [Black Mental Health Isn't the Same as White Mental Health](#) Big Think
- [Black Mental Health- If You Don't Know, Now You Know](#) The Daily Show
- [Taraji P. Henson On Living with Depression and Anxiety](#) SELF
- [How Racism Makes Us Sick](#) Ted Talk

Listen

- [Special Series on Mental Health](#) NPR
- [Declaring Racism a Mental Health Crisis](#) Hogg Foundation
- [Another Burden To Bear](#) BackStory Radio
- [Black Families and Mental health](#) University of Michigan
- [Microaggressions, Mental Health Disparities, and Racial Trauma](#) Monica Williams
- [Scientist Start to Tease Out the Subtler Ways Racism Hurts Health](#) NPR

Read

- [Mental Health Disparities among Black Americans During the Covid 19 Pandemic](#) Psychiatric Times
- [Mental Health Disparities for Diverse Populations](#) American Psychiatric Association
- [Discrimination and Racism in the History of Mental Health](#) National Alliance on Mental Health
- [The Unequal Toll of Toxic Stress](#) American Progress
- [In Brief: Childhood Mental Health](#) Harvard University
- [ACE'S and Toxic Stress: Frequently Asked Questions](#) Harvard University
- [Racism and Mental Health](#) Mental Health America

Environment

Watch

- [Environmental Justice In Rural Virginia](#) Chesapeake Bay Foundation

- [Vandana Shiva on the Problem with Genetically Modified Seeds](#) Moyers
- [Environmental Racism Is The New Jim Crow](#) The Atlantic
- [Cultural Loss Impact on Native American Health](#) Unnatural Causes

Listen

- [Living Downstream](#) NPR
- [Environmental Health in the Age of Covid 19](#) The Takeaway
- [Environmental Justice is racial justice](#) Ted Talks x David Lammy
- [Reversing Climate Change](#) with Jared DeWese
- [Lead in Drinking Water & Social Justice](#) with Maureo Fernandez and Mora/Episode from “We All Live Downstream: A Clean Water Action Podcast

Read

- [40 Acres and a Mule Would Be at Least \\$6.4 Trillion Today](#) Yes Magazine
- [We Are Nations: What Environmental Health Looks like for Indigenous People](#) Gizmodo
- [The Double Jeopardy of Environmental Racism](#) Hopkins Bloomberg
- [Environmental Racism Is a Health Issue—How Experts Are Addressing It](#) Explore Health
- [Flint Water Crisis: 7 Years Later](#) by Water and Wastes Digest
- [Climate Change, Disability, and Eco-Abelism: why we need to be inclusive to save the planet](#) piece by Elizabeth Wright

Food Insecurity

23.5 million Americans live in ‘Food Deserts’

Watch

- [Food Access and Equity](#) Farm Aid
- [Food, Race, and Justice](#) Ted Talk
- [Food Justice: A Vision Deeper Than The Problem](#) Ted Talk
- [Health Disparities: Food Insecurity and Food Deserts](#) by Jennifer Olges
[watch until minute 8 mark for overview of Food Insecurity and Food Deserts]

- [Food Insecurity is a Public Health Issue](#) Ted X UWMilwaukee Rayna Andrews
- [Illuminating Intersections: Hunger and Health](#) by Feeding America
- [Starved: Our Food Insecurity Crisis](#) by WQED Pittsburgh [fact: 300,000 people in Western Pennsylvania are food insecure]
- [The Food Deserts of Memphis: Inside America's Hunger Capital](#) article by the Guardian

Listen

- [For One Food Insecure Family The Pandemic Leaves no Wiggle Room](#) NPR
- [Hunger and Food Insecurity At Home and Around the World](#) Center for Strategies and International Studies
- [How Food Insecurities Shape Children and Families](#) University Of Michigan
- [Rethinking School Lunch: Health Equity](#) Just Food

Read

- [Decolonize your Diet](#) Food First
- [Definition of Food Security](#) USDA
- [Food Insecurity in the US](#) NPR
- [Hunger Is A Race Equity Issue](#) Move For Hunger
- [Racial Disparities in Food Insecurity Persists](#) NorthWestern University

Are we missing something you think should be included? Email guleer.shahab@vdh.virginia.gov or norman.dorise@vdh.virginia.gov with your suggestions!

Closing reflection

1. What did you learn through this process?
2. Which resource or topic surprised you the most? How and why?
3. How will you incorporate your new knowledge into your personal and professional life?
4. What do you want to learn more about in the future?